

LAKE COUNTY BOARD OF DD/DEEPWOOD

BOARD POLICY

Reviewed and Adopted by the Board
Date: October 21, 2019

Signature on File
Elfriede Roman, Superintendent

I. SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY/AMERICANS WITH DISABILITIES ACT POLICY

II. PURPOSE:

To express the Board's commitment to equal opportunity for all individuals in all aspects of employment.

III. REFERENCE

42 USC Chapter 21 Subchapter VI Civil Rights
47 USC Chapter 554 Equal Employment Opportunity
29 USC Chapter 14 Age Discrimination in Employment
28 CFR 35 Nondiscrimination on Basis of Disability in State and Local Government
ORC 4112 Civil Rights Commission
LCBDD/Deepwood Policy D-2 Nondiscrimination
LCBDD/Deepwood Policy B-19 Prohibition of Sexual Harassment and Other Unlawful Discrimination; Reporting & Complaint Procedure
LCBDD/Deepwood Policy A-6: Handling of Public Complaints
ADA Amendments Act of 2008 (ADAAA)

IV. POLICY:

The Lake County Board of Developmental Disabilities/Deepwood (LCBDD/Deepwood) wholeheartedly supports the full intent and goals of the public policy of the United States and the State of Ohio. The Lake County Board of Developmental Disabilities/Deepwood does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, veteran status, or genetic information in employment or the provision of services. Applicants for employment, consideration for promotional opportunities and other aspects of employment will be evaluated on the basis of an individual's qualifications and ability to perform the essential job functions of the position with or without reasonable accommodation.

**EQUAL EMPLOYMENT OPPORTUNITY/AMERICANS WITH DISABILITIES ACT
POLICY**

The Americans with Disabilities Act of 1990 (ADA), as amended; and the ADA Amendments Act of 2008 (ADAAA) prohibits discrimination on the basis of disability, and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, benefits and other aspects of employment. The Lake County Board of DD/Deepwood does not discriminate against any employee or qualified applicant with a disability.

The ADA and the ADAAA also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations upon request that do not impose undue hardship. To request an accommodation, the employee or qualified applicant must put the request in writing to the HR Director. The HR Director will review the request for accommodation(s) to determine if an accommodation is necessary and if it poses an undue hardship on the Board. The HR Director will inform the employee or qualified applicant in writing of the outcome of the request for accommodation.

V. DISTRIBUTION:

Board Members
All Management Staff
All Staff (via Department Managers)
LEADD President

VI. REVIEWED:

10/19, 10/18, 10/17, 10/16, 10/15, 10/14, 10/13, 10/11, 10/09, 10/07, 11/05, 9/03, 9/01, 9/99, 9/92, 1/91